

Associate Pastor of Discipleship

Position Summary

The Associate Pastor of Discipleship will provide leadership, vision, and oversight for the discipleship ministries of Midland Evangelical Free Church (MEFC). This pastor will cultivate a culture of spiritual growth and gospel-centered community by developing and implementing a clear discipleship pathway and overseeing the ministries that support it – including Adult Education, Life Groups, and Care Ministries.

The Associate Pastor will also assist the Lead Pastor in areas of outreach, pastoral care, and general shepherding, helping to ensure that MEFC's mission of developing mature followers of Jesus Christ is lived out throughout the congregation.

Key Responsibilities

1. Discipleship Pathway Development

- Design, develop, and implement a comprehensive discipleship pathway that helps individuals grow from first-time connection to full maturity in Christ.
- Collaborate with the Lead Pastor and ministry staff to ensure all ministries align with and support the pathway.
- Create intentional steps and resources that guide people in their spiritual formation — including connection, growth, service, and mission.
- Regularly assess and refine the pathway to maintain clarity, accessibility, and effectiveness.
- Communicate the vision of the discipleship pathway clearly to the congregation and leadership.

2. Adult Discipleship & Education

- Provide strategic leadership and oversight for all adult discipleship efforts within MEFC.
- Plan and implement Adult Education opportunities (classes, workshops, and seminars) that foster biblical literacy, spiritual maturity, and missional living.
- Recruit, equip, and support teachers and facilitators for adult classes, Life Groups, and study groups.
- Evaluate and select curricula that align with MEFC's theological convictions and discipleship goals.
- Lead the Life Group ministry as a key component of MEFC's discipleship pathway.
- Oversee MEFC's men's and women's ministries, serving as the primary pastoral contact for the lay leaders from those ministries.

3. Care Teams & Congregational Care

- Oversee MEFC's Care Ministries, including Stephen Ministry, care teams, visitation, support, and counseling.
- Equip and empower volunteers and lay leaders to provide compassionate, Christ-centered care.
- Partner with the Lead Pastor and elders to ensure consistent and comprehensive pastoral care.
- Personally engage in counseling, visitation, weddings, funerals, and crisis care as needed.

4. Missions & Outreach

- Oversee MEFC's Go Local and Go Global ministries, serving as the primary pastoral contact for the lay leaders from those ministries.
- Partner with the Lead Pastor and ministry staff to strengthen outreach and community engagement efforts.
- Support initiatives that help new people connect with MEFC and take their next steps in faith.
- Encourage a culture of evangelism and disciple-making both within the church, throughout the community, and around the world.

5. Pastoral Team & Leadership

- Serve as an active member of the pastoral team, contributing to preaching, worship leadership, and church-wide vision implementation as needed.
- Participate in staff meetings, strategic planning, and leadership development initiatives.
- Model servant leadership, prayerful dependence on God, and a gospel-centered approach to ministry.

Qualifications

- **Education:** Master of Divinity (M.Div.) or equivalent degree from an accredited evangelical seminary.
- **Experience:** Minimum of five years of ministry experience, including demonstrated leadership in discipleship, small group ministry, or pastoral care.
- **Doctrinal Alignment:** Agreement with and affirmation of the EFCA Statement of Faith and commitment to the mission and values of Midland Evangelical Free Church.
- **Skills & Competencies:**
 - Proven ability to develop and implement effective discipleship strategies.
 - Strong biblical and theological foundation with a passion for spiritual formation.
 - Excellent communication, organizational, and interpersonal skills.
 - Demonstrated capacity to recruit, train, and mentor leaders, with demonstrated examples of equipping the saints for the work of the ministry, for building up the body of Christ.
 - A collaborative spirit and a shepherd's heart.

Personal Characteristics

- Deep and growing relationship with Jesus Christ, marked by humility and authenticity.
- Spiritually mature and committed to prayer, Scripture, and community.
- Relationally warm, approachable, and empathetic.
- Passionate about helping people take next steps in faith.
- Team-oriented, teachable, and supportive of MEFC's vision and leadership.

Reports To:

Lead Pastor

Supervises:

Volunteer leaders and lay teams involved in Adult Education, Life Groups, Men's and Women's Ministry, GoLocal, GoGlobal, and Care Ministries.